

Unofficial non-public meeting minutes.2

Approved by vote of Goffstown LBOT on: _____

Sealed for _____ years until: _____

CONFIDENTIAL

Minutes of Non Public Session of Goffstown Public Library Board of Trustees

July 21, 2010

Motion made by Lisa Iodice at 9:20 pm to enter Non Public Session in accordance with RSA 91-A:3 ii(a) to discuss compensation of public employees – specifically evaluation results of Library Director. Motion Seconded by Michael Lawler. Unanimous “Aye” votes by: Jennifer Foley, Michael Lawler; Sara Santoro; Lisa Iodice; Sue Plante; Tess Marts, voting alternate.

Sue Plante, representing the Human Resources committee reviewed the process and immediate history of evaluation for the director. Human Resource committee has a 7 item evaluation document with detailed performance indicators. Each item is rated on a point scale (0-5). A perfect score is 35 points.

Director’s 2009 evaluation was done late in the year (December) – six months prior. The 2009 evaluation was done by subcommittee only. The 2010 process involved a distribution of five essential questions to the full LBOT regarding the Director’s job performance. Members of LBOT were asked to respond and comment on these evaluative questions, and return responses to HR committee via Sue. HR committee compiled results, translated feedback into a point scale and brought forward a recommendation to the full LBOT for review and further comment. HR’s evaluation resulted in a score of 32 out of the 35 possible points.

Moving forward in the Director’s evaluation process, HR will be requesting the Director to perform a self-assessment and detail goals for the coming year. Sue Plante intends to sit with the Director a week from this board meeting to review the evaluation, including areas identified for growth and areas of excellence in this cycle.

Motion was made by Lisa Iodice for distribution of \$500.00 merit bonus pay to director based on the merit-based bonus matrix (bonus level 4). Motion was seconded by Sara Santoro and passed unanimously.

Motion to seal these non-public minutes for five (5) years made by Lisa Iodice; seconded by Sara Santoro; passed unanimously by Jennifer Foley; Michael Lawler; Sara Santoro; Lisa Iodice; Sue Plante; Tess Marts, voting alternate.

Motion to return to public session made by Lisa Iodice at 10:08 pm; seconded by Sara Santoro; passed unanimously by Jennifer Foley; Michael Lawler; Sara Santoro; Lisa Iodice; Sue Plante; Tess Marts, voting alternate

Respectfully submitted,

Tess Marts, Alternate, Goffstown Library Board of Trustees